KATIVIK

Quarterly Update

Keeping Nunavimmiut up to date on the work of the Kativik Regional Government

Job Opportunities Abound in the Mining Sector

At Nunavik's two operating mines, Nunavimmiut hold a wide range of good jobs, from underground miner apprentice to heavy equipment mechanic, junior geologist and nurse technician. A presentation delivered to the KRG Council in September by Nunavik mine employees underscored the expanding participation of the region's residents in the mining sector.

Glencore Raglan Mine employee Siasi Kanarjuak from Kangiqsujuaq provided a personal perspective, "There's a lot to learn working there. We continue because it's an education. The different job opportunities and the chance to travel mean that I want to continue working at Raglan." While the mining industry currently employs close to 1250 workers in the region, only 14% of these workers are Nunavimmiut.

(Left to right) Samuillie Grey Scott and Siasi Kanarjuak who work for the Raglan mine and Elaisa Uqittuq who works for the Nunavik Nickel mine.

The Kautaapikkut strategy, spearheaded by the KRG with the participation of Glencore Group, Jien Canada Mining Ltd., as well as the Makivik Corporation, the Nunavik Landholding Corporations Association, the Nunavik Mineral Exploration Fund, the Kativik School Board and Oceanic Iron Ore, aims to significantly increase the number of Nunavimmiut working in the mining industry over the next five to ten years. Objectives of the strategy include building training capacity, strengthening pre-employment processes, reinforcing employee retention, and improving education levels.

Community Airport Employees

Airports provide important employment for Nunavimmiut. The KRG Transportation Department recently organized workshops for airport observer-communicators and maintainers. The workshops focused on technical information to help the workers do their jobs better and understand their essential role. Local observer-communicators and maintainers are vital to airport and flight safety around the clock, summer and winter.

Observer-communicators and maintainers are employed in every community, and supervisory staff are present at the region's busier airports in Kuujjuaq, Puvirnituq and Kuujjuarapik. Observer-communicators are responsible for maintaining accurate and up-to-date information for pilots on local weather and runway conditions, especially in winter. Maintainers ensure that runways and airport equipment are always kept in optimal condition.

Captain Robert Piché spoke to Nunavik airport staff in September about safety. Captain Piché marked Canadian aviation history in 2001 when, while working as an Air Transat pilot, he saved the lives of 360 passengers during a trans-Atlantic flight.

Construction Workforce in Nunavik

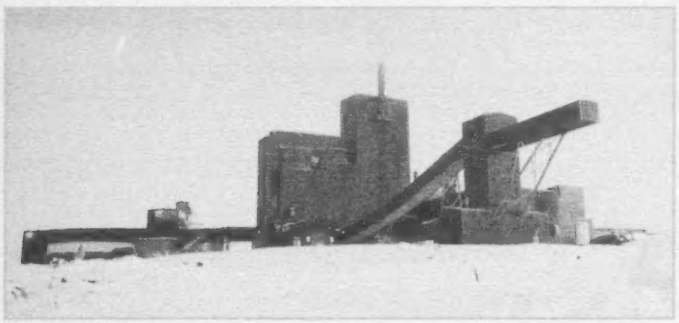
This past summer, the Commission de la construction du Québec (CCQ) voted in favour of a proposal to create a new workforce placement region for Nunavik. The new workforce placement region will ensure the priority hiring of sanajiit from the communities and reinforce the efforts of regional organizations to build up the pool of qualified construction tradespeople.

The KRG and the Makivik Corporation lobbied strongly for this decision during consultations conducted by the CCQ earlier in the year. It is hoped that the new workforce placement region will be set up for the 2015 construction season.

For more than 30 years, Nunavik organizations had made repeated representations to the Québec government concerning construction labour hiring and mobility rules. The 2014 CCQ decision finally ensures the implementation in Nunavik's construction sector of paragraphs 29.0.31 and 29.0.32 of the ***James Bay and Northern Québec Agreement*** concerning Inuit priority employment.

Mining Act Amendments Require Monitoring

While the amended *Mining Act* contains many positive changes, it is important to note that these changes will only become effective following the amendment of provincial regulations and the adoption of new policies by the Québec government. The KRG intends to monitor and participate in these next steps.



The recently amended Mining Act still does not deal with the ease and speed with which mining claims can be obtained, does not recognize that subsistence harvesting must take precedence over mining land uses, and does not address the proliferation of mine infrastructure created with each new development project. Shown: Raglan mine.

A presentation was made to the KRG Council in September on Bill 70, *An Act to amend the Mining Act*. The legislative changes were adopted by the National Assembly in December 2013.

The *Mining Act* now provides more transparency and obligations for mining companies to inform the Québec government, municipalities (i.e. the KRG on Category II and III lands), landowners (i.e. the landholding corporations) and the general public with regards to their activities. It also includes minimal obligations for mining companies to consult Aboriginal organizations, to obtain approval of restoration plans, and to provide financial guarantees before receiving mining leases. The Act also gives regional county municipalities, such as the KRG, the power to identify territories that are incompatible with mining activities according to guidelines to be established by the Québec Minister of Energy and Natural Resources.

Uumajuit Program

The KRG has proposed to the Québec government the creation of a working group to address important wildlife protection issues and, specifically, the enhancement of the Uumajuit Program so that some regional wardens may one day be recognized as qualified wildlife protection officers. The KRG proposal would see improved training and mentoring for wardens around Nunavik.

Currently, Uumajuit wardens have only limited powers and responsibilities. Under provincial wildlife laws and regulations, they are considered assistant wildlife protection officers. They have limited investigation powers and may monitor sport fishing and hunting by non-beneficiaries of the *James Bay and Northern Québec Agreement*. Under federal fisheries and marine mammal programs, Uumajuit wardens have strictly monitoring and reporting responsibilities.

The multi-disciplinary Uumajuit approach combines terrestrial and freshwater wildlife protection objectives (provincial jurisdiction) with marine mammal conservation objectives (federal jurisdiction). The Uumajuit Program employs technicians or assistant wildlife protection officers in every Nunavik community. A coordinator and administrative technician are based in Kuujjuaq.

Harry Okpik of Quaqtaq (left) and Willie Cain Jr. of Tasiujaq work under the Uumajuit Program.

Progress with Protected Area Development

The working group created by the Québec government a year ago is continuing to make progress on the establishment of protected areas in Nunavik. Its main aim is to follow up on the recommendations contained in the 2013 report *Protected Area Planning in Nunavik*. In June, mining claims were officially suspended in the Kovik River watershed. Later in the summer, plant and fish habitats were surveyed in the Kovik River area, and exploratory fieldwork was carried out at Tursukattaq Fjord and around Kangiqsujuaq.

The KRG and the Makivik Corporation are actively participating in all these activities of the working group. The results of this protected area work are also expected to contribute important data for the future revision of the *Master Plan for Land Use in the Kativik Region*.

Advocating for Women's Well-Being

KRG councillors discussed in September a variety of issues regarding the well-being of Nunavik Inuit women. As KRG Chairperson Maggie Emudluk pointed out, "We know that women are the main foundations today at home, and families need our support." Concerns were also voiced regarding the safety of low-income and homeless Nunavik Inuit women in Montreal's downtown.

Created in 2006, the Saturviit Inuit Women's Association of Nunavik advocates on the status of women and family issues and promotes related initiatives. Saturviit initiatives include support for families, elders and children facing shortages of food, the promotion of equitable and non-discriminatory workplaces, especially in the mining sector, as well as a campaign to end violence in homes. Saturviit receives administrative and financial support from the KRG and reports on its activities at each quarterly KRG Council sitting.

Ungaluk Program Revised

A revision of funding allocation procedures under the Ungaluk Program for safer communities was carried out in the early summer and presented to the KRG Council at its last sitting. The aim of the revision was to better meet the region's crime prevention needs. Ungaluk is truly a unique program in Québec.

The renewed priorities of the Ungaluk Program include:

- Reduce substance abuse and addiction.
- Promote the social reintegration of offenders.
- Assist the victims of crime and violence.
- Foster parental skills and encourage safe family environments and communities.
- Promote alternatives to the criminal justice system.

The renewed priorities take into account that 70% of major crimes in the region are currently alcohol- or drug-related and many are violent and committed by repeat offenders. Inuit values and culture are restated as significant elements of all potential projects. The Ungaluk revision also introduced criteria to regularize funding use and reporting.

Nunavik 2013 Fire Statistics

Pursuant to the *Fire Safety Act* and the *Nunavik Fire Safety Cover Plan*, the northern villages have a legal obligation to keep statistics on fires. Statistics are important to design effective prevention programs and training.

Fires in Nunavik: 74

Fires per capita in Nunavik: 6.12

Fires per capita in Québec: 2.30

Material losses in Nunavik: $1,732,803

Occurrences: most frequently between April and October

Growing Partnerships

The social circus Cirqiniq Program has been expanding its collaboration with other organizations, including the Nunavik Regional Board of Health and Social Services during the annual summer camp, the Avataq Cultural Institute for theatre projects, and Artcirq of Igloolik, Nunavut, for expanded junior instructor training. Shown: Cirqiniq summer camp participants in Puvirnituq.

Revised Cost of Living Measures

Many improvements have been made to Nunavik cost-of-living reduction measures in recent months. To mention but a few, an adjusted Gasoline Program now delivers meaningful support to wildlife harvesters to get out on the land. The subsidy for subsistence harvesting equipment was increased to $1000 per snowmobile, outboard motor, all-terrain vehicle and boat. And, under the Food and Other Essentials Program, more than 1500 items sold in local stores are now eligible for discounts of between 20 and 40%.

The recent changes to Nunavik cost-of-living reduction measures target support for the region's most disadvantaged and are intended to foster healthy lifestyles which take into consideration Inuit traditional activities and culture.

A comprehensive survey on the cost of living in Nunavik is also being conducted to define effective, long-term solutions. A pilot phase for the survey is planned in November in one community and will be continued in six communities in 2015.

At the KRG Council

To mark his retirement from the KRG after many years of service, Sandy Gordon was formally recognized by the KRG Council at its September sitting for his dedication to Inuit harvesting, wildlife and environmental issues. As well, Charlie Tooktoo was appointed at the September council sitting to sit on the Board of Commissioners of the Kativik School Board.

Finance, Treasury and Human Resources Department

The role of the Finance, Treasury and Human Resources Department is to provide support to the other KRG departments, as well as the organization's Council and Executive Committee. The Department does this in three distinct areas.

KRG financial management responsibilities are shared by the Treasury and the Finance Section. The Treasury is responsible for budget planning and management of the entire organization, the control of expenditures, and financing-related activities. It consists of four full-time positions, including the Treasurer.

The Finance Section for its part is made up of 20 full-time positions, including a director. The Finance Section ensures the implementation of the KRG's accounting processes, manages all accounts payable and receivable, and is responsible for the annual financial audit. It also administers the Nunavik cost-of-living reduction measures.

Asset Protection

In order to manage risk and transfer the costs of potential losses, the KRG and the northern villages maintain insurance policies. The total combined value of their insured property around Nunavik is $720,573,043. A joint fund has been operated by the KRG and the northern villages for over 10 years to help maintain their insurance premiums at an acceptable level.

Elders in Nunavik

The KRG collaborates closely with the Nunavik Elders' Committee to foster awareness of the needs of elders, ensure their access to adapted public services and to improve their living conditions. Bobby Snowball (kneeling right of centre) has actively assumed the position of president of the Nunavik Elders' Committee for many years.

The Human Resources Section, which consists of eight full-time positions, coordinates all KRG labour files and contributes to employee recruitment, retention, training and development. It is also responsible for issues related to remuneration, benefits, employee and councillor group insurance, collective agreements and the application of labour laws. The KRG has over 400 employees.

Finance, treasury and human resources staff outside of the KRG office in Kuujjuaq.

Makigiarutiit Community Economic Development

For over 10 years, Makigiarutiit funding has served to support community economic development. The resource envelope has been particularly useful to stimulate business and social economy enterprises through facility, equipment and market expansion projects. A revised policy for the consolidated Makigiarutiit phases I and II was recently approved by the KRG Council. The policy will permit revenue generated through the reimbursement of Makigiarutiit loans to be re-directed to the region's specific and ongoing business and social economy needs.

For its part, Makigiarutiit phase III was established in July 2013 under the Québec Native Initiatives Fund, with a new resource envelope of $13.45 million for economic development projects. A new resource envelope of $14 million for Pivaliutiit phase III for community infrastructure development projects was also created at the same time. Makigiarutiit and Pivaliutiit phase III are governed by separate loan policies.